EQUALITY FOR WOMEN

A FIVE YEAR PLAN OF ACTION

1985 - 1989

PROGRESS REPORT TO MARCH 1987

MINISTER RESPONSIBLE FOR THE STATUS OF WOMEN

GOVERNMENT OF THE NORTHWEST TERRITORIES

90-02668/

The Five-Year Action Plan on **Equality for Women** and the accompanying policy on **Equality Between Women and Men** were approved by the Government of the Northwest Territories in 1985.

They were prepared as a result of the work being done by the United Nations in assessing the achievements of The Decade for Women. At the time, the Government of the Northwest Territories recognized that, while some progress had been made, there were still many areas in the social, political and economic lif of the residents of the Northwest Territories where women's status was not equal to that of men. In many areas, the Government of the Northwest Territorie did not live up to the world standards set out in international agreements to which Canada is signatory, or to the rights and freedoms guaranteed in the ne Charter of Rights and Freedoms.

The policy set out a framework and a set of principles for working toward equality. The Action Plan set out a series of specific actions which the Government of the Northwest Territories would undertake in order to achieve equality in a variety of areas during the five-year life of the Plan. The various action items fall under six priority areas. These are: Integrating status of women concerns into Government of the Northwest Territories' Plans, Policies and Programs, Employment, Education, Health; Women in Public Life and Legislation.

The responsibility for the implementation of these action items rests with the appropriate departments as set out in the Plan. I, as the Minister Responsible for the Status of Women, am responsible for monitoring progress and for reporting annually.

This is the first report on progress, which covers the period to the end of March 1987. It appears in the same format as the original Plan of Action for ease of reference and comparison. The information contained in this report was requested from the individual departments and is represented here as it was forwarded by them.

While we as a Government have made some progress, there is still a long way to go. I am confident that the commitment of this Government to the Plan of Action will continue to be strong and will help promote an atmosphere in the Northwest Territories in which the economic, social and political equality of men and women will one day be a reality.

November, 1987

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PRIORITY: INTEGRATING STATUS OF WOMEN CONCERNS INTO GNWT PLANS, POLICIES AND PROGRAMS

ACTION ITEM	RATIONALE	METHOD OF IMPLEMENTATION	RESPONSIBILITY CENTRE (TIMING)	PROGRESS TO MARCH 1987
Immediate Action				
1. Policy on Equality of Women and Men in NWT To develop a policy and directive as a departmental guideline for promoting equality of men and women by GNWT.	Policy is required to identify standards and framework for departments and Women's Secretariat regarding Status of Women issues.	Policy will be developed for Executive Council review at same time as Action Plan is reviewed.	Women's Secretariat in consultation with departments (IMMEDIATELY)	This policy was approved in 1985 at the same time as the Action Plan.
2. Executive Documents to Include Implications on Status of Women Departments and other GNWT agencies to be required to include in Executive discussion and decision papers a section on Implications on Status of Women.	To ensure an integrated approach to status of women concerns, new policies and programs should be scrutinized for impact on Status of Women. - level of awareness of departmental officials will be raised. - Liaison with Women's Secretariat in policy and program development will be enhanced.	Women's Secretariat will develop a checklist for considering Status of Women issues. Priorities and Planning Secretariat will distribute the checklist with handbook on completing Executive Council documents. Women's Secretariat to be consulted on issues affecting Status of Women.	Women's Secretariat Priorities and Planning Secretariat GNWT Departments and Agencies. (JUNE, 1985 - 1989)	"Implications for the Status of Women" now appears in the Priorities and Planning Handbook as a consideration item in the preparation of documents.

PRIORITY: INTEGRATING STATUS OF WOMEN CONCERNS INTO GNWT PLANS, POLICIES AND PROGRAMS

ACTION ITEM	RATIONALE	METHOD OF IMPLEMENTATION	RESPONSIBILITY CENTRE (TIMING)	PROGRESS TO MARCH 1987
3. Statistical Data on Women To enhance quality of reliable statistical data on equality of men and women in the NWT.	Good, current, statistical data for NWT on equality issues is a general requirement for problem identification and monitoring.	Statistics Bureau to consult with Women's Secretariat regarding value of specific statistical tabulations requested by departments to also include sex as a variable. Government departments to keep statistics by sex in areas of Action Plan priority.	Statistics Bureau Women's Secretariat (IMMEDIATELY - 1989) All departments with Action Plan items.	The Bureau of Statistics collects and maintains statistical information for women and men separately. 1986 census information relating to Status of Women will be available through the Bureau. The Bureau has agreed to assist and advise the Women's Secretariat and other departments in any attempts to improve the keeping of statistics affecting women. Individual departments will keep their own statistics.

FUTURE CONSIDERATION

1. Resources of Women's Secretariat To examine resources of Women's Secretariat to meet objectives adequately.	Two staff members are unlikely to be sufficient to perform functions of Women's Secretariat.	Develop proposal for any new staff requirement for Executive review.	Women's Secretariat (JULY, 1985)	There are now five staff members, these are Secretary, Executive Secretary, Administrative Clerk, Research Analyst and Co-ordinator of Community Work.

ACTION ITEM	RATIONALE	METHOD OF IMPLEMENTATION	RESPONSIBILITY CENTRE (TIMING)	PROGRESS TO MARCH 1987
IMMEDIATE ACTION				
1. Child Care - Tax Deduction Lobby To lobby the federal government to revise tax legislation to enable deduction of full cost of child care as an employment expense, for tax purposes.	The standard deduction of $2,000 per child is insufficient to cover day care expenses. Actual day care expenses for full-time care are $4,000 to $5,500 a year per child in Yellowknife. This is an indication of day care expenses in the NWT.	Standard lobby procedures by Minister Responsible for Status of Women should be undertaken.	Minister Responsible for Status of Women (1985).	The Minister of Social Services has supported this revision; he has spoken to it at Ministerial meetings and included it in the GNWT submission to the Federal Task Force on Child Care.
2. Vocational Training - Equal Opportunity To ensure vocational courses at Thebacha College provide equal training opportunities for women and men by actively recruiting women for training in non-traditional occupations and new technical fields, and by offering courses in which women have a traditional interest.	Thebacha College is the only source of vocational training in the NWT. Women and men should have an effective equal opportunity for training there.	Methods of recruiting people for training in non-traditional occupations should include attention to recruiting women. The balance between men and women at Thebacha College should be monitored.	Department of Education (1985-1989)	Arctic College (Thebacha College) has highlighted the participation of women in non-traditional occupations in its public relations material. The course calendar for 1987/88 will also promote this. Enrollment in trades courses was 75 women and 105 men in 1985/86 and 100 women and 123 men in 1986/87.

ACTION ITEM	RATIONALE	METHOD OF IMPLEMENTATION	RESPONSIBILITY CENTRE (TIMING)	PROGRESS TO MARCH 1987
3. Equal Pay for Work of Equal Value - Internal Checks in GNWT Until such time as research on methods of implementing equal pay for work of equal value is sufficient to embark on full implementation of a government-wide program, to undertake additional internal checks between categories of employees as to skill, effort, responsibility and working conditions required in positions to ensure equal pay for work of equal value. Particular attention to be paid between categories dominated by women and those dominated by men.	Classification of employees is undertaken in such a way that careful attention is paid to the relative complexity of jobs within categories, eg: clerical. Pay levels established are related to market pay levels for that category. Some internal checks between categories are undertaken on the principle of equal pay for work of equal value. Additional checks would enhance comparisons between categories.	Increasing the number of cross-checks between categories of employees particularly between those dominated by women and those dominated by men. For example, the Interpreter Corp. should receive early attention in the Action Item.	Department of Personnel in consultation with the Equal Employment Directorate (1985 - 1989).	Internal pay equity is routinely reviewed during the development of new or revised classifications standards. Progress in Manitoba and Ontario is monitored.

ACTION ITEM	RATIONALE	METHOD OF IMPLEMENTATION	RESPONSIBILITY CENTRE (TIMING)	PROGRESS TO MARCH 1987
4. Personal Harassment Procedure To develop a personal harassment procedure for the GNWT.	Victims of personal harassment can be both men and women. However, sexual harassment is most frequently perpetrated by males on female subordinates or colleagues. Such behaviour should not be tolerated by an employer as it undermines the work performance and human rights of the victim. An internal procedure is more effective in protecting women than presenting cases to the Human Rights Commission. This item was requested in a 1979 Action Plan presented to the Executive following a Women's Conference in Yellowknife. Such a procedure would also cover harassment based on other factors such as racial bigotry.	This procedure should be developed in consultation with the employee unions.	Department of Personnel (1985)	A policy on Sexual Harassment is in final draft form.

PRIORITY: EMPLOYMENT

ACTION ITEM	RATIONALE	METHOD OF IMPLEMENTATION	RESPONSIBILITY CENTRE (TIMING)	PROGRESS TO MARCH 1987
5. Women on Selection Boards To provide for participation of women on selection boards for all openings in the public service, wherever practical.	The presence of women on selection boards provides a positive image of the career potential of women in the organization and assists in ensuring women are given equal opportunity on competitions.	The GNWT has six women staffing officers at present. Four in regions and two at Headquarters. A women on every selection committee should be a goal of Personnel.	Department of Personnel (1985 - 1989)	No formal process has been established to ensure that there is a woman on every selection committee, but staff are more aware of the advantages of such a procedure. More women have been hired to participate in recruitment. Five women at Headquarters and eight women in the regions routinely represent the Department in selection interviews. This is 50% of the staff with staffing responsibility.
6. Job Sharing To examine jobs in GNWT for job sharing potential and advertise suitable positions open to job sharing proposals.	Job sharing assists women and men to combine career and family responsibilities in more challenging positions.	Assess new openings for job sharing in consultation with client departments. Advertise positions appropriately.	Department of Personnel (1985 - 1989)	No progress reported.

ACTION ITEM	RATIONALE	METHOD OF IMPLEMENTATION	RESPONSIBILITY CENTRE (TIMING)	PROGRESS TO MARCH 1987
7. Part-Time Work Benefits To develop a consistent approach to benefits for part-time employees in GNWT ensuring benefits are equivalent to pro-rated benefits of full-time employees where possible.	Most part-time workers with the government are women. Benefits of part-time workers are less than those of full-time workers.	Review existing practices and upgrade standards where required through the collective bargaining process.	Department of Personnel (1985)	More and more benefits provided to full-time indeterminate staff are now available on a pro-rated basis to part-time staff. The desireability and cost of pro-rating all benefits are still under review. At present, part-time employees working more than 30 hours per week receive all benefits on a pro-rated basis. Those working less than 30 hours per week do not receive Superannuation or Group Surgical Medical Insurance Plan. They receive all others on a pro-rated basis.

ACTION ITEM	RATIONALE	METHOD OF IMPLEMENTATION	RESPONSIBILITY CENTRE (TIMING)	PROGRESS TO MARCH 1987
8. Promotion Campaign to Encourage Women to Start Small Businesses To launch a promotional campaign to improve the representation of women as owners of private businesses.	The 1981 Census showed women comprise only 22% of the self-employed and own account workers in the NWT. Women have the potential to create employment for themselves and others to the economic benefit of the NWT and themselves. Awareness of this option should be increased.	The promotional campaign should encourage women to enter small business by: 1) Increasing awareness of women of business as an employment option. 2) Identifying financing programs: EDA, Special ARDA, Small Business Loan funds, FBDB and chartered banks. 3) Identifying courses and workshops available to assist small business owners and managers. The Women's Secretariat will apply for EDA funding available for human resource development. If approved, the Secretariat will co-ordinate the promotional campaign with assistance from the Department of Economic Development,	Women's Secretariat (1985 - 1986)	This is in the development stage.

ACTION ITEM	RATIONALE	METHOD OF IMPLEMENTATION	RESPONSIBILITY CENTRE (TIMING)	PROGRESS TO MARCH 1987
		women's groups, and the Department of Information.		
LEGISLATIVE REVIEW				
1. Maternity Leave Guaranteed To revise legislation guaranteeing women the right to maternity leave.	The NWT is the only jurisdiction in Canada which does not guarantee the right to maternity leave in legislation. Maternity leave has been negotiated by most major employee unions.	Legislation should be prepared in conjunction with rewriting of the Labour Standards Act.	Department of Justice and Public Services (1987)	Feasibility is being reviewed.
2. Parental Leave Examined To study implications of legislating rights regarding parental leave, including practices in other countries and Canadian jurisdictions.	UN documents identify a social responsibility for the care of children, as well as the equal responsibility of parents. The implications to employers, and conditions under which parental leave should be a right, need to be addressed.	Results of this study and recommendations should be reviewed by the public and the Advisory Council and legislation put forth, if appropriate, for changes to the Labour Standards Act in conjunction with the rewriting of this legislation.	Department of Justice and Public Services (1987)	Is under study.

PRIORITY: EMPLOYMENT

ACTION ITEM	RATIONALE	METHOD OF IMPLEMENTATION	RESPONSIBILITY CENTRE (TIMING)	PROGRESS TO MARCH 1987
3. Domestic Labour Protection To review labour legislation to consider inclusion of protection of domestic labour in the context of NWT circumstances.	The need for protection of domestic labour in legislation is identified in international documents which establish world standards for women. Most domestic labour is female. Few people are employed in this area in the NWT.	The implications in the NWT of including domestic labour in the Labour Standards Act should be studied and recommendations reviewed in conjunction with other revisions to the Labour Standards Act.	Department of Justice and Public Services (1987)	Feasibility is being reviewed.

ACTION ITEM	RATIONALE	METHOD OF IMPLEMENTATION	RESPONSIBILITY CENTRE	(TIMING)	PROGRESS TO MARCH 1987
FUTURE CONSIDERATIONS					
1. Child Care Policy and Program To develop a policy and funding proposal on child care in NWT which will address: 1) the need for day care facilities in each community 2) The role of GNWT to effectively meet this need through: a. provision of facilities, b. operating subsidies, c. provision of qualified workers, d. development of standards for day care; 3) child care needs of youth as well as pre-schoolers.	Day care is a prerequisite for many women with small children to consider employment. Economic necessity has forced some women in NWT to rely on very unsatisfactory solutions to meet child care needs which may well produce social problems in a few years. The GNWT role in child care has been limited to a Day Care Subsidy to parents with demonstrated need and some support of facilities. Approximately 40 parents annually receive such subsidies. The program is not given wide publicity. The lack of facilities further reduces demand for subsidies. A Parliamentary Task Force on Child Care	Through research in NWT and participation in the national working group on child care, proposals will be developed for Executive Council approval.	Department of Social Services (1985 for 1986/87 budget allocation)		Legislation has been reviewed by the Executive Council and will be tabled in the May 1987 session of the Legislative Assembly. A Policy and Decision Paper on Financial Assistance is being considered by the Priorities and Planning Committee of the Executive Council. In addition, a campaign was launched to publicize the Day Care Subsidy to ensure more people were aware of it, and the application procedure was simplified to make the subsidy more easily accessible.

ACTION ITEM	RATIONALE	METHOD OF IMPLEMENTATION	RESPONSIBILITY CENTRE	(TIMING)	PROGRESS TO MARCH 1987
	has been proposed, because of the immensity of the problem in Canada. It is time the GNWT gave priority to solving this vital social problem in the NWT.				

ACTION ITEM	RATIONALE	METHOD OF IMPLEMENTATION	RESPONSIBILITY CENTRE (TIMING)	PROGRESS TO MARCH 1987
2. Affirmative Action for Women in GNWT To develop an affirmative action program for women with emphasis on their participation at higher, decision-making levels and in non-traditional occupations. The program should include hiring, training and promotion components.	Women comprise 46% of GNWT workforce. 68% of all women are in the support staff grouping. Rates of increase in female participation in decision and policy making positions are unacceptably low. Employment statistics for 1983 indicate native women are entering the GNWT in lower paying positions than native men and following the same trends as non-native men and women. To include women and the handicapped in affirmative action as early priorities will enhance the support for the entire program of affirmative action.	Proposal to be developed by Equal Employment Directorate to take advantage of any economies in combining the three disadvantaged groups: natives, women and handicapped.	Equal Employment Directorate (April, 1986 - 1989)	The final draft of the Equal Employment Policy has been prepared in consultation with the Affirmative Action Advisory Committee. It includes women as a target group. It is to be approved by the Priorities and Planning Committee of the Executive Council in 1987 and then implemented in the same way as has been done for the native target group. NOTE: The NWT Housing Corporation has developed its own Affirmative Action program which includes women as a target group. Its goals are similar to those of the GNWT program and it will be implemented in 1987. "All female applicants for jobs are considered Affirmative Action candidates."

ACTION ITEM	RATIONALE	METHOD OF IMPLEMENTATION	RESPONSIBILITY CENTRE (TIMING)	PROGRESS TO MARCH 1987
3. Equal Pay for Work of Equal Value - Reclassification To consider undertaking reclassification of GNWT positions based on the principle of equal pay for work of equal value, using new classification methods developed.	Equal pay for work of equal value is guaranteed in statutes and human rights codes as well as United Nation Conventions. Classifications of positions should reflect this.	Ongoing research on state of the art of implementing this principle should be undertaken by Department of Personnel. When workable methodologies have been developed by other organizations GNWT should consider undertaking a major reclassification of its establishment using these new methods.	Department of Personnel (1988/89)	Internal pay equity is routinely reviewed during the development of new or revised classification standards. Reclassification using methods developed elsewhere (ie: Ontario and Manitoba) is not being considered for implementation for the GNWT.

ACTION ITEM	RATIONALE	METHOD OF IMPLEMENTATION	RESPONSIBILITY CENTRE (TIMING)	PROGRESS TO MARCH 1987
4. Child Care Training Program To develop a child care workers program through Thebacha College for field delivery.	Qualified workers in child care are currently required in existing facilities. To implement a policy which will increase child care facilities, qualified workers will need to be found. Field delivery may be most suitable to ensure more communities have an opportunity to train local residents.	Program content and delivery method to be developed. If additional resources are required Financial Management Board approval will be required.	Department of Education in consultation with Department of Social Services, CEIC, and Women's Secretariat (1985)	Due to the common elements in the training needs of Child Care Workers and those generated by the Young Offenders Act, the Departments of Education and Social Services have agreed to incorporate a Child Care component into the existing Social Service Worker Program delivered by the Thebacha Campus of Arctic College. This course is being developed during 1987 and is expected to be delivered starting in September 1987. It is being developed jointly by the two departments with advice from the Social Service Worker Advisory Committee. There is also a child care stream being offered at the Iqaluit campus, scheduled to commence September 1987. COMMENT: It should be noted that these programs are designed to train child care workers in child welfare treatment and care facilities. It is not the same as the Early Childhood Education Program designed to train workers in Child Day Care programs.

ACTION ITEM	RATIONALE	METHOD OF IMPLEMENTATION	RESPONSIBILITY CENTRE (TIMING)	PROGRESS TO MARCH 1987
5. Secretarial Arts as a Trade To consider the designation of secretarial arts as a trade.	The apprenticeship approach to secretarial arts would provide on-the-job training, longer training, and financial assistance from CEIC. A three-year course would produce a certified secretary. Prince Edward Island has developed such a course. This will open up apprenticeship opportunities in a traditional female occupation.	The implications, program and financial, should be identified and appropriate reviews undertaken.	Trades Qualification Board (1985) Minister of Education	The Apprenticeship and Tradesmen's Qualifications Board has agreed to the concept of having Secretarial Arts designated as a trade suitable for training and certification in the NWT, in a similar way as it has been in PEI. Negotiations are to start with CEIC regarding funding support and the PEI Program is to b obtained in 1987. Developmental work is underway and the trade will eventually be designated and the Advisory Committee established. This may be delayed as a Federal/ Provincial/Territorial review of apprenticeship programs is underway and no new trades will be designate until it is complete.

ACTION ITEM	RATIONALE	METHOD OF IMPLEMENTATION	RESPONSIBILITY CENTRE (TIMING)	PROGRESS TO MARCH 1987
6. Labour Demand Projections To develop labour demand projections for the NWT.	Basic labour demand information for the NWT is required so that women and men can make informed choices about training opportunities for northern employment and the GNWT's investment in training courses and financial assistance to students results in maximum benefit to the Northern economy. CEIC has requested provinces to undertake these studies on a regional basis.	Labour demand surveys should be undertaken to project the number and kinds of jobs in each community likely to open over the next five years. Specific proposals for developing these projections should be presented to the Executive Council and financial implications identified.	Department of Education (1985)	The Department of Education has received approval to develop a labour market information system. Labour supply information will be obtained from Statistics Canada and through labour force surveys undertaken by the Bureau of Statistics. Labour demand information will be obtained through regular updates of the NWT Business Directory as compiled by the Bureau of Statistics. This directory will be re-designed to include information on the availability of jobs. All of this information will be available throughout the NWT.

ACTION ITEM	RATIONALE	METHOD OF IMPLEMENTATION	RESPONSIBILITY CENTRE (TIMING)	PROGRESS TO MARCH 1987
7. Native Language Bonuses To examine providing a special language bonus to employees with fluency in a native language.	Persons with fluency in native languages are frequently called upon to provide communication services regardless of their regular duties. The service is not compensated for in regular salary scales. The positions in which women traditionally work and the generally lower wage scale assigned to those positions make recognition of this contribution an equality issue and an appropriate interim step in implementing equal pay for work of equal value in the NWT. This is consistent with priorities in the GNWT proposal to the Federal Government Enhancement of GNWT Native Language Services May, 1984.	The financial and policy implications of this item should be studied in connection with the native language policy and programs under development and presented for Executive Council review.	New Language Bureau and Department of Personnel (1985)	The Department of Personnel conducted an employee survey in 1986 to gather information about the use of Native languages in the workplace. Results are being evaluated to determine the most efficient and fair course of action.

ACTION ITEM	RATIONALE	METHOD OF IMPLEMENTATION	RESPONSIBILITY CENTRE (TIMING)	PROGRESS TO MARCH 1987
8. Encouraging Union Participation To encourage women to influence working conditions in GNWT through active participation in their union by considering extended lunch hours four times annually for union meetings to NWTPSA employees.	Family responsibilities discourage working women from attending meetings in the evenings. Many women are unaware of how collective bargaining influences the kinds of benefits they receive. Many women would attend meetings if they occurred during office hours.	Commissioner, as Executive Member Responsible for Personnel, to include this item in the NWTPSA-GNWT collective bargaining process. Attendance by sex would be monitored for two years and effectiveness of this measure evaluated. Extension of lunch hours not to exceed one hour per meeting.	Commissioner (1985 - 1987)	No progress reported.

ACTION ITEM	RATIONALE	METHOD OF IMPLEMENTATION	RESPONSIBILITY CENTRE (TIMING)	PROGRESS TO MARCH 1987
9. Improved Facilities for Craft and Cottage Industries (including Sewing Centres) To consider alternative ways of addressing the need for additional and improved facilities for the craft and cottage industries (including sewing centres) in the communities in the NWT.	The lack of facilities in some communities and the poor condition of facilities in others is a major problem affecting the productivity of the craft and cottage industry in the NWT. In addition to the economic affects, poor facilities affect the working conditions of the workers. Large numbers of these workers are women.	The Department of Economic Development & Tourism will examine alternative ways of addressing this problem including the use of special programs such as the Economic Development Agreement (EDA) and Special ARDA and existing Economic Development programs. If required, a program and funding proposal will be developed for Executive Council and Financial Management Board (FMB) review.	Department of Economic Development & Tourism (1985)	No progress reported.

ACTION ITEM	RATIONALE	METHOD OF IMPLEMENTATION	RESPONSIBILITY CENTRE (TIMING)	PROGRESS TO MARCH 1987
IMMEDIATE ACTION				
1. Sex Stereotyping in Curriculum To review textbooks for sex stereotyping when books are being revised or reviewed for curriculum purposes. Any new curriculum should be free of sex stereotyping before it is approved.	Curriculum materials have an impact on socializing boys and girls and developing their self-images. Sex stereotyping limits both boys and girls by associating their sexual identity with passive (girl) or active (boy) activities.	Sex stereotyping review should be one more criteria for approval of curriculum material. This will be implemented in a manner sensitive to traditional cultural values.	Department of Education (1985 - 1989)	Alberta's document on "Tolerance, Understanding and Respect for Diversity" was reviewed and similar guidelines developed for the NWT. An evaluation of curriculum and program materials developed in the NWT was funded by the Woman's Secretariat and completed in March 1987. It includes recommendations for specific changes where needed.
2. Math & Science Emphasis To direct the Department of Education to promote teaching methods and expectations which encourage girls to obtain the necessary pre-requisites in math and science for careers in technological and non-traditional occupations.	Most non-traditional occupations have emphasis on math or science skills particularly in new technological fields. Girls are frequently not encouraged in these areas and find themselves without the pre-requisites for further training.	The Math and Science Specialist should make a special effort to provide materials to math and science teachers on methods of encouraging girls to take an interest in these subjects.	Department of Education (1985 - 1989)	The newly revised Science Program is based largely on the Science Council of Canada's recommendations to promote "Science for every student". The program content and supporting texts have been carefully selected. Information addressing the issue of fair representation of women in these fields, including "Checklist for Teaching Strategies for Encouraging Females in Math and Science Classes" has been distributed to the schools.

ACTION ITEM	RATIONALE	METHOD OF IMPLEMENTATION	RESPONSIBILITY CENTRE (TIMING)	PROGRESS TO MARCH 1987
3. Women's Resource Materials in High School Libraries To ensure that in libraries in NWT high school literature is available particularly relevant to special development needs of young women.	The curriculum in NWT high schools is the Alberta curriculum. There are few opportunities for addressing women's equality issues within the curriculum. Brochures on aspects of women in employment, health concerns, and other issues particularly relevant to adolescent girls, their sexuality, their aspirations and the importance of staying in school should be available.	A small section of the library would be devoted to such literature. The Women's Secretariat could act as a resource centre for names and addresses for particular materials, and copies of some materials.	Department of Education (1985 - 1989)	All resources for high school libraries have been reviewed according to Alberta's guidelines c "Tolerance, Understanding and Respect for Diversity". Other resource material available throug the schools is being reviewed and i will be ensured that resources on women's literature are available.

ACTION ITEM	RATIONALE	METHOD OF IMPLEMENTATION	RESPONSIBILITY CENTRE (TIMING)	PROGRESS TO MARCH 1987
4. Higher Education Courses Increased availability of government co-ordinated higher education courses in communities.	Statistics indicate that three times as many men as women apply for education leave and only half of the applications are accepted. This indicates: 1) As a retraining and upgrading option, education leave is not as practical for women as men. 2) All needs in this area are not met. A few courses are offered each year in Yellowknife, using a teleconferencing seminar format. Women and men are enrolled in equal numbers this year. The number and variety of courses offered should be increased and tele-conferencing extended to other communities.	Higher education courses do not need to be subsidized for direct costs, but fees based on a user pay principle. The number of courses offered is very limited due to the unavailability of facilities appropriate for class teleconferencing. Future priority should be given to development of Adult Education Centres in major communities, including Yellowknife which would provide a full range of adult education programs. However, interim measures should include making government boardrooms available for such classes.	Department of Education (1985 - 1989)	In recognition that women may not be as able to travel to institutions of higher learning, a program of student financial assistance for completion of correspondence courses from recognized institutions has been introduced. Teleconferencing options using distance education techniques are being considered for delivery of courses in communities.

ACTION ITEM	RATIONALE	METHOD OF IMPLEMENTATION	RESPONSIBILITY CENTRE	(TIMING)	PROGRESS TO MARCH 1987
FUTURE CONSIDERATION					
1. Non-Sexist Guidance Counselling To upgrade guidance counselling in high schools from the following perspectives: 1) All high schools in the NWT have an adequate program of guidance and career counselling. 2) Measures be taken to ensure non-sexist career guidance counselling for female students.	Appropriate career guidance to female students regarding the realities of the changing work world for women and their likely participation and prospects in the workforce is essential if women are going to make informed choices about careers. The need for economic independence and career planning with or with out marriage should be emphasized if women are going to avoid the poverty and dead-end jobs currently experienced by many single parents and divorced and widowed women. Such counselling also benefits society through the development of the potential	1. Adequate provision for guidance and career counselling staff should be made. 2. Non-sexist guidance counselling of young women should be enhanced by: a) Guidance counsellors be advised of the importance of non-sexist career counselling for female students in improving the status of women. b) Material on career counselling of young women be made available to guidance counsellors. c) The appropriateness of career guidance computer software such as "Choices" be assessed for each high school and employed where appropriate.	Department of Education	(1985 - 1989)	Guidance Counsellors have been made aware of the importance of non-sexist career counselling. They use a number of guides on careers, job search and counselling, all of which are the most recent Alberta editions and have been reviewed according to that province's guidelines for "Tolerance, Understanding and Respect for Diversity.

ACTION ITEM	RATIONALE	METHOD OF IMPLEMENTATION	RESPONSIBILITY CENTRE	(TIMING)	PROGRESS TO MARCH 1987
	of all its human resources. Demands for better career counselling in schools have been made in the Legislative Assembly.	d) An annual workshop for guidance/ career counsellors be held each year for the next five years including topics relevant to the special counselling needs of young women. If additional resources are required submissions should be made in the normal manner.			

'RIORITY: EDUCATION

ACTION ITEM	RATIONALE	METHOD OF IMPLEMENTATION	RESPONSIBILITY CENTRE (TIMING)	PROGRESS TO MARCH 1987
. Literacy Promotion & Upgrading To develop methods and implement programs of promoting basic literacy through special community based programs which systematically upgrade students to qualify for Basic Upgrading sponsored by CEIC.	The 1981 Census showed 37.4% of the female population over 15 has less than Grade 9, compared to 34.4% of the male population. Although figures for less than Grade 7 are not available, many women and men are below this minimum level to qualify for basic upgrading for employment sponsored by CEIC.	These programs should address literacy of both men and women. Literacy needs assessment should be undertaken and appropriate methods of providing opportunities for people to become literate and qualified for CEIC sponsored upgrading recommended for each community. Non-governmental organizations, such as the Native Women's Association, may be consulted in this area. Allowances for students should be considered to encourage students and underline value of the program.	Department of Education (1985)	Adult Basic Education Programs from Grades 7 - 10 (43 communities) and upgrading to Grade 7 (24 communities). The funding for adult basic education was no longer going to be provided through CEIC, however, with the Employment Enhancement Agreement, and an agreement with CEIC to reprofile some funding through the Canadian Jobs Strategy there will be funding available for adult basic upgrading next year.

ACTION ITEM	RATIONALE	METHOD OF IMPLEMENTATION	RESPONSIBILITY CENTRE (TIMING)	PROGRESS TO MARCH 1987
3. Women's Resource Sections in Public Libraries To develop Women's Resource Sections in public libraries in NWT.	Well profiled and selected materials for independent study in libraries would be a realistic method of providing women with the information needed to cope with changing roles and attitudes and special needs of women. An outreach program of speaker support, work shops, film programming and bibliography production would further enhance this alternative education function of the library.	A small well-marked section of libraries would be stocked with a variety of literature on women's issues from pamphlets to books and other items of special interest to women. Outreach programs could be undertaken. The program should be piloted in one or two regions. Additional staff may be required for active program component. Funding for this project may be available from the Secretary of State to local library societies. Re-adjustment in library priorities may also enable this to be undertaken. If additional funding is required, a request would be made to the FMB in the normal manner.	Department of Justice and Public Services (1985)	No progress reported.

ACTION ITEM	RATIONALE	METHOD OF IMPLEMENTATION	RESPONSIBILITY CENTRE (TIMING)	PROGRESS TO MARCH 1987
IMMEDIATE ACTION				
1. Health Self-Help Groups Promoted To assist groups working to establish self-help groups on health related issues by: 1) Identifying funding sources from government and charitable foundations. 2) Assisting groups to identify community resource people who can assist in completing requirements for incorporating as a society to receive funding.	Community self-help groups are an essential component of mental health programs in the NWT because of the remoteness of communities and cultural uniqueness. Self-help groups are appropriate to addressing many mental health problems affecting the status of women, including alcohol and drug abuse, teen suicide, family violence, parenting, day care.	The Department of Health is already assuming a limited role. Initiatives in this area should be encouraged as a priority through the Health Resource Centre. GNWT Offices in communities should assist in identifying community resource people to help with incorporation papers or refer them to the Registrar of Societies in Yellowknife.	1) Department of Health 2) GNWT offices in communities (1985 - 1989)	Department of Health staff work with the community health committees using the Self-Help Model. In conjunction with the Women's Secretariat and Secretary of State, the Department of Health held two Popular Education Facilitator Training Workshops in 1986. Thirty people, both GNWT staff and community volunteers, participated. Follow-up liaison between professional and community workers has begun. The Family Life Education Program places high priority on the use of Popular Education Model especially as a basis for community meetings. It is seen as useful in the establishment of Self-Help Groups for spousal assault victims and others. The Dr. Otto Schaefer Health Resource Centre is now a distribution centre for health and social services related material. Additional copies of Self-Help resource materials have been ordered. Local Government administrators,

ACTION ITEM	RATIONALE	METHOD OF IMPLEMENTATION	RESPONSIBILITY CENTRE	(TIMING)	PROGRESS TO MARCH 1987
					under the Department of Municipal and Community Affairs, are now trained to assist groups with completing the requirements for incorporation as a society. The Department reports that there is not much demand for this service.
2. Encourage Communities to Regulate Pornography To encourage communities and residents to use moral suasion in requesting retailers of pornographic materials which violate community standards to cease. Where moral suasion fails, municipalities should be encouraged to establish by-laws under the appropriate section of the Municipal Act to regulate display of materials. Criminal charges should be encouraged where sales violate the Criminal Code of Canada obscenity laws.	In many communities in NWT, sale of pornographic literature is a very small part of retailer's business. Ceasing to sell such material should be no hardship. Identification that these materials violate community standards, in many instances, will be sufficient. Municipalities appear to have more power to legislate in matters of display of pornographic literature than provinces or territories.	A letter should be forwarded to all communities and women's organizations in NWT informing them of their powers in this area and the encouragement of GNWT to act.	Minister Responsible for Status of Women (June, 1985)		A Discussion Paper on Pornography was produced and distributed by the Advisory Council on the Status of Women in 1986. It includes information and options regarding community regulation. Amendments to municipal government legislation which would allow for some community regulation through by-laws regarding display and control will be introduced in 1987.

PRIORITY: HEALTH

ACTION PLAN FOR WOMEN

ACTION ITEM	RATIONALE	METHOD OF IMPLEMENTATION	RESPONSIBILITY CENTRE (TIMING)	PROGRESS TO MARCH 1987
3. Lobby Against Pornography in Media To lobby the federal government to establish stricter regulations regarding the distribution of pornographic materials including the media regulated by CRTC. These regulations should include censorship of materials depicting degradation and violence against women with special attention to sex and violence in combination.	Portrayal of women as sex objects, particularly in degrading and violent circumstances, develops social attitudes towards women which undermine the participation of women in all aspects of society on an equal basis with men. Such depictions are another form of hate literature. There is evidence to indicate that proliferation of this material increases the incidence of violence against women.	The Minister Responsible for Status of Women should take appropriate lobby initiatives: 1) letters to federal ministers responsible. 2) letters to Members of Parliament. 3) support of the Executive Council in this area should be identified.	Minister Responsible for Status of Women (1985 - 1989 until issue is resolved)	Some local control over display could result from the legislative changes mentioned in #2 above. Federal legislation was introduced in 1987.

ACTION ITEM	RATIONALE	METHOD OF IMPLEMENTATION	RESPONSIBILITY CENTRE (TIMING)	PROGRESS TO MARCH 1987
4. Nutrition and Pregnant Women To request Medical Services Branch to place high priority for research on the state of nutrition of pregnant women in the NWT with a view to making recommendations and implementing ways and means of improving the nutritional status of pregnant women.	The affordability of store bought nutritious food in NWT is an on-going issue, especially for remote communities. Many traditional food practices have been disbanded. Nutritional information may not be an adequate solution to improving the nutritional status to ensure the optimal health of mother and child.	A letter to be forwarded to Medical Services Branch from the Minister Responsible for Health advising of GNWT concern in this area.	Minister Responsible for Health (June, 1985)	In conjunction with National Health and Welfare, the Department of Health funded the NWT Native Women's Association for the production of videos on nutrition. One of these dealt with nutrition and pregnant women. In addition, National Health and Welfare does some public information work on nutrition and pregnancy.
5. Health Promotion Studies - Monitoring Funding The adequacy of health promotion studies funding should be monitored to meet demands for such funding.	Funding in the order of $90,000 is currently available. This may not meet demand for funding.	Review by Department of Health for funding requirements.	Minister and Deputy Minister of Department of Health (Annual 1985 to 1989)	No progress has been reported.

ACTION ITEM	RATIONALE	METHOD OF IMPLEMENTATION	RESPONSIBILITY CENTRE (TIMING)	PROGRESS TO MARCH 1987
6. New School Health Curriculum Introduced To introduce the health curriculum currently under development into NWT schools. The curriculum covers all areas of health education including mental and emotional well-being, alcohol and drug abuse, family life education and family planning.	Education in schools for prevention of health problems is critical in avoiding both personal suffering and public expense. Many of the areas are particularly important for young women, and are identified in the UN documents as educational needs.	Introduction into the NWT school system in a manner deemed appropriate by the Departments of Education and Health.	Department of Education with support of the Department of Health (1985 - 1986)	This is being done jointly by the Departments of Health and Education, and elements of it were introduced to the schools in 1986/87. The Grade Six and Junior High programs on Alcohol and Other Drugs were initiated, and the Family Life Unit was pilot tested in selected schools. It will be revised and based on this piloting, introduced into all schools. The health program will be mandatory and introduced in Grades K-9 in September, 1987. The Family Life Unit will be part of the Health Program and parents will have the option of requesting that their children be excused from this unit. The majority of the units will be ready by September and the remaining units will be added in September, 1988, to complete the program.

ACTION ITEM	RATIONALE	METHOD OF IMPLEMENTATION	RESPONSIBILITY CENTRE (TIMING)	PROGRESS TO MARCH 1987
LEGISLATIVE REVIEW				
1. Regulation of Videos To consider legislation to regulate the sale and rental of videos, and their content and classification in a manner similar to that of motion pictures.	Technology has made home videos a new and unregulated media. This media has become a prime concern because of the explicit sex and violence of the content of many videos and the depiction of women in an exploited and degraded manner. Ontario was recently the first jurisdiction in Canada to develop this kind of legislation.	Legislation should be developed using Ontario laws as a model and reviewed in the normal manner in conjunction with the review of the Motion Pictures Act. Regulations should reflect NWT community standards.	Department of Justice and Public Services (1987)	No specific progress reported. See #2 and #3 under "Immediate Action" above.

ACTION ITEM	RATIONALE	METHOD OF IMPLEMENTATION	RESPONSIBILITY CENTRE (TIMING)	PROGRESS TO MARCH 1987
2. Industrial Health and Safety Regulations To revise Industrial Health and Safety Regulations in order to improve workers effective right to know what substances they are being exposed to and how to protect themselves by: 1) Requiring employers to have information at work sites on hazards in the workplace. 2) Improved labelling of potentially toxic substances. 3) Education on rights of workers to refuse to do dangerous work and protective measures to reduce levels of exposure.	Standards in the workplace for toxic substances are established at levels considered adequate to protect a healthy male working eight hours per day. These levels are frequently high enough to be injurious to reproductive health of both men and women. Women during pregnancy are at particular risk because of the effects of exposure of some substances on the fetus. Information should be available for women to protect themselves and their unborn children and make educated decisions about continuing employment while pregnant. When scientific data can support such measures, standards in the workplace should be at a level	Revisions should be drafted and public input sought prior to approval by the Commissioner. If changes to the Act are required normal review processes would be followed.	Department of Justice and Public Services (1985)	No progress reported.

ACTION ITEM	RATIONALE	METHOD OF IMPLEMENTATION	RESPONSIBILITY CENTRE (TIMING)	PROGRESS TO MARCH 1987
	sufficient to protect the fetus.			
FUTURE CONSIDERATION				
1. Spousal Assault Task Force Recommendations - 3 Year Action Plan To review proposals and recommendations for implementation of programs to deal with spousal assault in a three year action plan.	This is an important territorial and national problem, affecting the physical and mental health of women, children and men.	Designated departmental officials and committees will develop a 3 year Action Plan. Review of recommendations and funding allocations through normal decision-making processes.	Ministerial Committee and Minister Responsible for the Status of Women (1985)	The Department of Social Services has been assigned the lead responsibility for implementing the Action Plan developed by the Task Force on Spousal Assault. A co-ordinator is on staff and several community initiatives are underway. An annual report will be tabled in the Legislative Assembly in 1987.

ACTION ITEM	RATIONALE	METHOD OF IMPLEMENTATION	RESPONSIBILITY CENTRE (TIMING)	PROGRESS TO MARCH 1987
2. Mental Health Program Evaluation To conduct an evaluation of the adequacy of the mental health delivery services in the NWT and make recommendations on: 1) Appropriate roles of professional, para-professional and other community resources including self-help groups. 2) Procedure for providing service delivery. 3) Training requirements. 4) Funding reguirements for alternative methods of delivery. 5) Transfer of all responsibility in this area from Health and Welfare Canada.	Although mental health services affect both men and women, in addition to personal needs for services, women are frequently the victims of inadequate services in the form of family violence, sexual abuse, alcohol and drug abuse, teen suicide. Changing roles of women, particularly in light of the impact of resource development and general modernization, have increased stress. There are many indications that current services are inadequate: rate of teen suicide, alcohol and drug abuse, spousal assault, child abuse, back log of cases of mental health team in Yellowknife.	Evaluation should be undertaken and recommendations forwarded to Executive Council for approval and funding allocation.	Department of Health (1985 - 1986)	The mandate for mental health services, except for the Baffin Region, is a Federal one. The GNWT Departments of Health and Social Services are aware of the lack of services and have developed an approach for delivering mental health services following the transfer of responsibility for Health to GNWT. The Department of Health, at times jointly with the Department of Social Services, deals with some aspects of mental health in its Family Life Education and Health Promotion Programs. It funded a number of community workshops and initiatives, especially regarding suicide, in 1986.

ACTION ITEM	RATIONALE	METHOD OF IMPLEMENTATION	RESPONSIBILITY CENTRE (TIMING)	PROGRESS TO MARCH 1987
3. Alcohol and Drug Abuse Treatment and Prevention To undertake research into the special needs of women in alcohol and drug abuse and develop awareness and rehabilitation programs to meet these needs.	Alcohol and drug abuse problems in the North are in epidemic proportions. Although treatment facilities are open on an equal basis, the problems for women are different. One apparent difference is that women generally seek help in a more deteriorated physical and emotional state. Social pressure and the opportunity to hide the problem as a homemaker contribute to this. The difference has at least two program implications: 1) Women have special counselling needs. 2) More awareness programs need to be directed at the woman who abuse alcohol or drugs, encouraging her to seek help earlier. Limited resources are	The Department of Social Services would identify this need to the Alcohol and Drug Co-ordinating Council. The Council should decide how these programs will be undertaken. If additional resources are required and funding is not available within the Department of Social Services, a proposal should be developed for Executive Council and FMB review.	Department of Social Services (1985)	This issue has been identified to the Alcohol and Drug Co-ordinating Council. In conjunction with the NWT Native Women's Association, a kit entitled "It's Just Your Nerves" has been developed. It is being used as a basis for training and awareness sessions throughout the NWT.

ACTION ITEM	RATIONALE	METHOD OF IMPLEMENTATION	RESPONSIBILITY CENTRE (TIMING)	PROGRESS TO MARCH 1987
	currently directed at these problems.			
4. Research on Women's Issues A proposal for increasing the research capacity of the Women's Secretariat should be presented for Executive approval.	The UN documents identify research into the status of women as a mental health issue for women. The capacity of the Women's Secretariat for research is limited. Because of the unique conditions in the North, research done in Southern Canada and US is frequently not applicable.	Submission of proposal through normal channels for Executive Council review at the same time as general staffing requirements in the Women's Secretariat are reviewed.	Women's Secretariat and Minister Responsible for Status of Women (July 1985)	An indeterminate position for a Research Analyst has been established and staffed in the Women's Secretariat.

ACTION ITEM	RATIONALE	METHOD OF IMPLEMENTATION	RESPONSIBILITY CENTRE	(TIMING)	PROGRESS TO MARCH 1987
IMMEDIATE ACTION					
1. Appointment of Women to Boards Appoint women to public boards when vacancies occur to ensure women are more equitably represented. Reasonable balance of men and women on each board should be considered as well as considering women for chairperson positions.	Women are currently under represented, comprising 29% of Board members. Currently there is only one female chairperson out of 28 Boards.	Ministers making appointment to Boards will find interested and qualified women for these positions with assistance of Talent Bank recommended in this Plan of Action.	All Ministers of Executive Council (1985 - 1989)		A Talent Bank has been set up and is regularly updated by the Women's Secretariat. Departments have been given names of women from the Bank for Boards or Councils within their area of responsibility.

ACTION ITEM	RATIONALE	METHOD OF IMPLEMENTATION	RESPONSIBILITY CENTRE (TIMING)	PROGRESS TO MARCH 1987
2. Talent Bank of NWT Women Establish a Talent Bank of NWT women and their skills and experience to identify qualified women for appointments to Boards.	This may be required to meet targets for appointments to Boards. Ministers should not be restricted by names in the Bank.	Talent Bank should be maintained by Women's Secretariat by: 1) Advertising establishment of Bank and requesting women to forward names and brief resumes. 2) Women's organizations should be contacted by letter to nominate individuals, providing brief resumes. 3) Insert resume form in pay cheques for identifying employee interest in Boards. 4) Contact major employers and employee unions.	Women's Secretariat (1985 - 1989)	This has been set up and has over 100 names, including resumes. Advertisements are placed in newspapers on a yearly basis encouraging women to submit their names. Articles are also run in the Advisory Council's newsletter.

ACTION ITEM	RATIONALE	METHOD OF IMPLEMENTATION	RESPONSIBILITY CENTRE (TIMING)	PROGRESS TO MARCH 1987
3. LHA Appointments of Women To advertise Local Housing Authorities and Associations (LHA) to consider male/female balance on the board when making recommendations for appointments to their Local Housing Authorities and Associations.	Local Housing Authorities and Associations have power to recommend appointment of new members from the community without election. Women should have an equal opportunity to participate in this area.	Letters should be sent to all Local Housing Authorities and Associations from the Minister Responsible asking them to consider this criteria while making recommendations for appointments. Results should be monitored.	Minister Responsible for Housing (IMMEDIATELY)	The breakdown within the forty-five Housing Associations is as follows: Chairpersons: Male 35, Female 10 Board Members: Male 92, Female 101 Secretary/Managers: Male 21, Female 24
4 Women on DIZ Groups Encourage Development Impact Zone (DIZ) Groups to include women.	Resource development has important impacts on employment opportunities and quality of life for women. Their interests should be considered in advice to government on these issues.	DIZ Groups should be encouraged to include at least two women in each group by the Minister writing to the Chairpersons of existing DIZ Groups informing them of the importance of this representation and his expectations that such representation be included.	Minister Responsible for Energy, Mines & Resources and Energy Mines & Resources Secretariat (IMMEDIATELY)	No progress; the DIZ program is under review. If it is reconfirmed, appropriate action will be taken.

ION ITEM	RATIONALE	METHOD OF IMPLEMENTATION	RESPONSIBILITY CENTRE (TIMING)	PROGRESS TO MARCH 1987
URE CONSIDERATION				
Women in Policy and Decision-Making in the Public Service Include an affirmative action program for women at all policy and decision-making levels, particularly in priority areas of education, health, and employment.	Participation of women in policy and decision-making is unlikely to increase to satisfactory levels without special measures. Increase in past ten years was less than 5% of senior managers.	The essence of this program is identification of qualified women vs. men in general population and establishing targets for their entry into decision-making positions over a five/ten year period. Program to be undertaken in conjunction with other aspects of Affirmative Action for Women.	Equal Employment Directorate (April 1, 1986 - 1989)	The targetting of key policy and decision-making positions is to be included in the implementation of the Affirmative Action Program. NOTE: In the Housing Corporation, this targetting has not been done. All positions are targetted as Affirmative Action positions and priority status is given to all applicants who fall within that group.

ACTION ITEM	RATIONALE	METHOD OF IMPLEMENTATION	RESPONSIBILITY CENTRE (TIMING)	PROGRESS TO MARCH 1987
2. Day Care Expenses for Board Members To amend the Financial Administration Directive on Honoraria for members of public boards to include reimbursement of women and men qualifying for honoraria for extraordinary child care expenses incurred in order to attend board meetings.	Child care costs should not prevent women or men from participating on public boards. The per diem honoraria does not always compensate the member for loss of wages. The additional burden of child care expenses, especially when extensive travel is required to attend meetings, may discourage or prevent some women from serving on boards.	The Directive should be revised by the Department of Finance and presented to the Financial Management Board for approval.	Department of Finance (1985)	A revised Honoraria Directive was developed by the Department of Finance and the Priorities and Planning Secretariat and implemented in 1985. The revision included significant increases in per diem payments to compensate for lost wages and now provides one of the highest honoraria rates in Canada. This change was not specifically aimed at compensating for child care expenses.

PRIORITY: LEGISLATION

ACTION ITEM	RATIONALE	METHOD OF IMPLEMENTATION	RESPONSIBILITY CENTRE (TIMING)	PROGRESS TO MARCH 1987
IMMEDIATE ACTION				
1. Sexist Language in Legislation To amend Acts and Regulations to remove any sexist language at the time these documents are amended for content. New Acts and legislation should not include such usage.	Sexist words connotating men rather than persons indirectly indicates that men are superior to women even though separate articles state that the masculine term applies equally to both sexes.	Lawyers drafting legislative changes will make the required changes as a matter of policy for Legislative Assembly or Commissioner's approval.	Department of Justice and Public Service (1985 - 1989)	Immediate concerns arising from the Charter of Rights and Freedoms were addressed by legislative amendments to a series of Acts in 1986. The impact of the Charter will be considered in the drafting of new legislation. A two year review of all NWT statutes begins in 1987 and the Charter will be one consideration. The removal of sexist language will also be done as part of this review.
LEGISLATIVE REVIEW				
1. Equality Audit Amendments to Legislation To introduce legislation to comply with equality provisions of the Charter of Rights and Freedoms as soon as possible.	Women should have their rights reflected in legislation at the earliest opportunity.	Preparation of legislative changes for Executive Council and Legislative Assembly review.	Department of Justice and Public Services Designated departments (1985 as scheduled)	See #1 under "Immediate Action" above.

ACTION ITEM	RATIONALE	METHOD OF IMPLEMENTATION	RESPONSIBILITY CENTRE (TIMING)	PROGRESS TO MARCH 1987
2. Family Law Revisions To make recommendations for changes in legislation to simplify family law and to reflect marriage as an equal partnership, both social and economic.	In 1970 the Royal Commission on the Status of Women called on provincial governments to revise their laws to recognize the concept of equal partnership in marriage and equal distribution of assets that both worked and saved to acquire during marriage upon divorce. Matrimonial Property laws in NWT have not been revised since 1974 and reflect this principle less than those of most provincial jurisdictions. Several sections of the Matrimonial Property Act have yet to be proclaimed. Family and marriage law in respect to family name, guardianship rights in common law relationships, domicile, adoption rights, and mainten-	This study should be undertaken by Justice and Public Services. Input from the public and the Advisory Council on Status of Women should be sought. Legislation should be proposed to the Legislative Assembly following Executive Council review.	Department of Justice and Public Services (1985 - 1987)	This has been broached with the Department of Justice and Public Services by the Women's Secretariat and a joint review will be proposed in 1987. Family law revision would be a major undertaking by the Department of Justice and Public Services. It would involve a commitment of at least one legislative counsel to the project for approximately two years. The Department of Justice and Public Services cannot make such a commitment for legislative counsel at this time to this project. There will be a meeting between legal counsel and legislative counsel from the Department of Justice and Public Services and Ms. Toni Graeme from the Women's Secretariat to look at the best way to proceed in making changes to the family law in the NWT. Drafting of the legislation will have to be done by legislative counsel, therefore the Executive Council will have to be prepared to make a commitment to devote legislative counsel staff to this long term project. In any event, Action Items #2 and #3 under "Legislative Review" in the Five Year Plan will not be

PRIORITY: LEGISLATION

ACTION ITEM	RATIONALE	METHOD OF IMPLEMENTATION	RESPONSIBILITY CENTRE	(TIMING)	PROGRESS TO MARCH 1987
	ance of spouse upon separation are some other areas where NWT legislation does not reflect marriage relationships as an equal partnership.				completed by 1987, however the procedure for such a major revision to our family law is being investigated by the Department of Justice and Public Services.

ACTION ITEM	RATIONALE	METHOD OF IMPLEMENTATION	RESPONSIBILITY CENTRE (TIMING)	PROGRESS TO MARCH 1987
3. Legal Recognition of Common Law Partnerships Studied To study the legal practice in Canada and other countries related to the recognition of common law relationships and recommend changes to laws or practices to eliminate any discrimination against women and children in this area.	With an increase in marriage breakdown, increasing numbers of men and women are involved in common law relationships. A pamphlet is currently under development which will outline for women their rights in these relationships. In recent years other jurisdictions in Canada and the US have revised legislation and interpretation of legislation to increase the rights of common law partners during and upon death or termination of the relationship. GNWT should update its legislation in this regard.	This matter should be studied in conjunction with other aspects of family law. Legislation should be drafted and presented to the Legislative Assembly through normal review procedures.	Department of Justice and Public Services (1985 - 1987)	No progress reported. COMMENT: Legal recognition of common law partnerships would most likely be included in the proposed family law revision.